

Migrant and Seasonal Farmworker Program Resources

Disseminated monthly by the
U. S. Department of Labor, Office of National Programs,
Division of Migrant and Seasonal Farmworker Program
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<http://wdsc.doleta.gov/msfw>

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Upcoming Events

- October 25-27 [The 2004 National Youth Services Summit: Transitioning At-Risk Youth to Employment and Self-Sufficiency](http://www.performanceweb.org/social/s171/s171.htm). San Diego, CA
<http://www.performanceweb.org/social/s171/s171.htm>
- October 27-31 [21st International Career Development Conference](#)
Sacramento, CA
- October 31-Nov 3 [National Staff Development and Training Association \(NSDTA\)](#)
Chicago, IL
- November 4-5 [Career Developer for Persons with Barriers Certification](http://www.careernetwork.org/cdpbc)
Sacramento, CA. <http://www.careernetwork.org/cdpbc>
- November 15-18 [Association of Farmworker Opportunity Programs National Conference: Building on Excellence...Committed to Farmworker Success](http://www.afop.org). San Francisco, CA. www.afop.org
- December 9-11 [Association for Career and Technology Education's Annual Convention and Career Tech Expo: Connecting Education and Careers, 2004](http://www.acteonline.org). Las Vegas, NV. www.acteonline.org

An additional Workforce System-Wide Calendar of Events provided by the Employment and Training Administration, <http://www.workforcetools.org/calendar.asp>, can also be found on the "Workforce Tools for the Trade," a USDOL website designed to help workforce development professionals excel.

Department Initiatives

Departments of Labor, Defense and Veterans Affairs Help Military Attain Rewarding Careers through Operation Career Front with Home Depot

[Excerpts from ETA News Release:
09/21/2004] U.S. Secretary of Labor Elaine L.
Chao joined U.S. Secretary of Veterans

Affairs Anthony Principi, Under Secretary of
Defense David S.C. Chu and representatives
from The Home Depot today to announce a

joint public and private sector agreement to provide employment opportunities for current and former members of the U.S. military.

The Home Depot's recruiting effort, "Operation Career Front," will work with the departments of Labor, Defense and Veterans Affairs to link members of the military to career opportunities in their retail stores across the nation. In addition to providing employment opportunities to Active Duty, Reservists, National Guard members and Veterans, the Home Depot is also looking to employ military spouses and other dependents - including those in transition from military to civilian life, and separating active duty service members.

To protect the employment rights of the men and women in uniform, on Monday, September 20, 2004, the U.S. Department of Labor (DOL) published [draft regulations in the Federal Register](#) that interpret the Uniformed Services Employment and Reemployment Act of 1994 (USERRA). Congress passed USERRA to safeguard the employment rights and benefits of service members upon their return to civilian life. Most significantly, service members can be assured that the Department of Labor stands ready to render assistance when employment concerns arise. [September 20 FEDERAL](#)

[REGISTER](#) contains draft regulations on interpretation of the Uniformed Services Employment and Reemployment Act of 1994 (USERRA). To find out more about USERRA, visit the Department of Labor website at www.dol.gov/vets or call 1-866-4-USA-DOL.

In addition to the regulations, Secretary Chao and the DOL's Veterans' Employment and Training Services (VETS) have taken other steps to reduce the rate of USERRA complaints including:

- Providing briefings to more than 158,000 service members and others on USERRA;
- Responding to almost 26,000 requests for technical assistance;
- Distributing more than 240 televised Public Service Announcements, with a second announcement to be released shortly; and
- Addressing most of the major human resource and employer organizations.

For more information and reproducible materials, please visit the National Business Partnership's website:

[Operation Career Front Flyers, Brochures, Posters and "Frequently Asked Questions"](#)

U.S. Labor Secretary Elaine L. Chao Announces Grant of Nearly \$4.3 Million to Train and Recruit Workers for Construction Industry Careers

COLUMBUS, OHIO—Secretary of Labor Elaine L. Chao today announced a grant of nearly \$4.3 million to the Home Builders Institute (HBI) to recruit, educate, and train about 2,500 high school students, incumbent and dislocated workers for career opportunities in the construction industry. "This \$4.3 million grant will help train workers for good paying jobs in the construction industry which is seeing tremendous growth," said U.S. Secretary of

Labor Elaine L. Chao. "Our nation is facing a shortage of skilled workers, and this grant supports the Administration's commitment on training workers for good paying jobs in high growth industries."

The grant announced today furthers the Administration's commitment through the High-Growth Job Training Initiative to prepare American workers for careers in the nation's fastest-growing sectors of the economy. The Bureau of Labor Statistics

estimates that 279,000 additional tradesmen and women will be needed in the construction industry by 2012.

Through this grant, HBI and its partners will establish an associate's degree or equivalent credential that addresses the skills needed in residential construction. Ten construction trade academies will be established across the nation to offer training in carpentry, electrical, plumbing, and heating and air conditioning crafts. The program products and educational tools will be disseminated to community colleges and vocational training centers for replication throughout the country. Key partners in the project include the Home

Builders Association of Kentucky, the Florida Home Builders Association, the South Carolina Home Builders Association, York Technical College in South Carolina, and the American Association of Community Colleges.

The Labor Department also recently launched "*The Skills to Build America's Future*" initiative, which helps build national awareness of the importance of skilled workers to our economy and nation. For more information about this program, please visit

www.careervoyages.gov.

President's High Growth Job Training Initiative: Department Announces Grant to Automotive Youth Educational Systems

Secretary of Labor Elaine L. Chao today announced a \$2.2 million grant to [Automotive Youth Educational Systems \(AYES\)](#) to recruit and train young people for careers in the automotive industry. The grant is part of a \$6.3 million auto industry workforce development effort under the [President's High Growth Job Training Initiative](#), a strategic plan to prepare workers for jobs in expanding industries. Assistant Secretary of Labor for Employment and Training Emily Stover DeRocco traveled to Rochester today to officially announce the grant.

The automotive sector of our economy will be facing serious labor shortages in the next ten years and needs a pipeline of new workers to fill that gap," said *Secretary of Labor Elaine L. Chao*. This \$2.2 million grant will reach a new generation of auto industry technicians and prepare them with the kind of high-tech knowledge this changing industry will need."

Through business and education councils made up of automotive manufacturers, educators and local businesses, AYES has developed a school-to-career model program to recruit, train, and employ young

automotive industry technicians. With this Labor Department grant, AYES will be able to expand beyond its presence in large metropolitan areas to other parts of the country, increasing annual enrollment from 3,000 to nearly 10,000. Using online and satellite systems, AYES will deliver a self-paced, customized curriculum. Participants will also receive hands-on experience in a state-of-the-art environment.

Building a pipeline of qualified workers begins with building awareness of career opportunities," said *Assistant Secretary of Labor for Employment and Training Emily Stover DeRocco*. "AYES has a longstanding track record of success in creating partnerships that recruit and train students in the skills today's automotive industry needs to remain competitive. These young people are the key to a healthy, high-quality future for America's automotive industry."

The automotive sector grants fund solutions to challenges identified by industry leaders and educators. Among those challenges are providing the technical skills training automotive workers need today; expanding

the pipeline of youth entering the automotive industry; developing alternative training strategies, like apprenticeship, and disseminating content for distance and accelerated learning.

[Automotive Industry Snapshot](#)
[Automotive Industry Occupational Outlook](#)
[Automotive Industry Forums](#)

Regional Announcements

REGION III

National Industrial Bringing 75 Jobs to Gallatin, Tennessee National Industrial Concepts, Incorporated, is moving one of its metal stamping plants from Washington state to Gallatin this fall, eventually creating 75 jobs at the new facility. The company expects to begin hiring in October, with preliminary production set to begin in November at the Gallatin facility.

Hyundai Supplier to Locate in Black Belt, Bring Jobs Lear/Kyungshin Sales and Engineering, a direct supplier, will start production of electrical cables for Hyundai's Sonata and Santa Fe systems in Selma, Alabama, next month. It will initially create 35 jobs and is expected to grow over the next few years and eventually employ 180 people.

Tooling Firm in North Carolina Adds 50 Jobs An expansion of DeHart Tooling will add 50 more employees in positions that include machinist and tool maker. The company makes cutting tools used by companies that produce products such as flooring, cabinets, countertops and other home improvement items.

RxCrossroads to Hire 100 Workers in Louisville, Kentucky RxCrossroads helps pharmaceutical and biotech companies market and distribute their products, especially expensive chronic-disease drugs that need special handling. RxCrossroads plans to hire up to 100 more workers by the end of this year. Positions include pharmacists, pharmacy

technicians, health-insurance specialists, and customer-service and warehouse workers.

Asian Firm to Open Plant in North Georgia LG Chem Limited, a South Korea-based plastics company, plans to create 70 manufacturing jobs in northwest Georgia. The plant, which will produce acrylic countertops used in kitchen and bathroom sinks, expects to employ 150 to 200 by 2011.

Cree to Expand Durham, North Carolina, Factory Cree will expand its semiconductor manufacturing plant in Durham, investing \$300 million and creating 300 jobs. Cree makes light emitting chips used to illuminate mobile phones, car dashboards and other electronic devices.

Software Company Opens in Durham, North Carolina Catalyst IT Services opened a Durham office to do software programming and consulting at rates that rival cheap foreign competitors. It wants to hire 60 to 100 workers in the next 18 months, generally for short-term work.

Verizon to Hire 850 Workers at New Call Center Verizon Wireless will hire about 850 employees for a new call center in North Charleston in what will be one of the largest job-creation ventures ever for the region. The \$29 million project will employ 1,200 workers and is scheduled to open September 22.

Aluma-Kraft Plans to Add 225 Employees in Paducah, Kentucky

Locally owned Aluma-Kraft is planning at least a \$1.6 million expansion of its Southside operations, adding at least 225 jobs during the next three years, to meet the growing demand for vinyl doors and windows.

Briggs to Build New Plant, Create 80 Jobs in Murray, Kentucky

Briggs and Stratton will spend \$11 million to build a new facility to produce carburetors and add a new assembly line to its plant on Main Street near downtown. The expansion will add about 80 jobs to the 1,018 currently employed.

Lockheed Martin Plan to Hire 60 Workers in Greenville

Lockheed Martin plans to hire about 60 workers at its Aircraft & Logistics Centers to handle increased work from two new \$100 million military contracts, including upgrades for the Pakistan Air Force. The company is looking for structural mechanics, general aircraft mechanics and avionics technicians.

Pella Plant Will Hire 450 Within Five Years

Pella, a family-owned Iowa company, will open a \$22 million home window and door factory near the Columbia Metropolitan Airport in South Carolina, hiring as many as 450 people within five years. Production at the new plant will start in March 2005.

REGION V

Cleveland Plain Dealer reported that leaders of the **polymers industry** have unveiled a "road map" to create and retain jobs in Northeast Ohio that calls for shifting from high-volume production of parts to higher-value and more profitable products and processes. The study calls for industry, universities and government to invest \$232 million in the next 10 years to foster collaboration and commercialization of products based on emerging market opportunities and new technologies. Northeast Ohio is the world market leader in polymers - materials that include coatings, tires, molded rubber and plastic products, and resins - and Ohio leads all states in polymer-related jobs. The road map, which was prepared by Battelle, a Columbus science and

technology enterprise, outlines five areas of opportunities for Northeast Ohio firms: electronic, conductive and photonic polymer research into new control and measurement applications; novel processing methods; nano-enhanced polymers; biocompatible polymers for biomedical products; and renewable biopolymers. It also calls for increased collaboration between businesses and universities such as the University of Akron, Case Western Reserve University and Kent State University to commercialize new products and launch startup firms. Martin Grueber of Battelle said the plan could create 3,450 high-wage jobs in a 13-county Northeast Ohio region over 10 years. In 2002, the region had 43,562 polymer-related jobs, according to the study.

Other Announcements

A Message from WorkforceUSA.net.

The October 2004 is now posted on the WorkforceUSA.net site. This month the links in the newsletter are live! The newsletter

features resources on the debate on policies promoting marriage for low-income individuals; case studies on performance-

based contracting to help prepare for new federal requirements; a survey on employer investment in training in Europe; a curriculum for training career development staff, promising practices in the Jobs-Plus demonstration; working briefs describing trends in community colleges; a set of reports related to WIA program data and using that information for evaluation; and a new workbook on creating policies that support industry cluster strategies. You can find the newsletter at www.workforceusa.net in the Users Resources section or you can copy and paste the following URL in your search

engine:

<http://www.workforceusa.net/uploads/Newsletter%209-October%202004.pdf>

There is also a new report featured in the Labor Market Systems section of the site, "Responding in a Turbulent Economy: Creative Roles for Workforce Investment Boards." This report written by Mark Troppe and Graham Toft describes effective strategies for addressing the demands on the workforce investment system during a period of economic churning.

The National Transitional Jobs Network

The National Transitional Jobs Network is a coalition of more than 30 transitional jobs programs, policy organizations, and sponsoring organizations. The network fosters economic opportunity for America's workers by developing new transitional jobs programs, building the capacity of existing transitional jobs programs, and promoting a national dialogue on job advancement strategies. It also works to influence a number of audiences

to ensure that policies will account for the hard-to-employ, that the public understand the need to invest in these services, that programs are able to effectively serve as many individuals as possible, and that best practices and technical assistance are widely shared and implemented throughout the network. To learn more about this information go to www.transitionaljobs.net or call 312-660-1345.

USDA Secretary Announces Loan and Grant Awards to Assist with Job and Business Development

[Excerpts from USDA News Release: 09/28/2004] - Agriculture Secretary Ann M. Veneman announced that 36 applicants from 19 states have been selected to receive over \$17 million in loan and grant funds to assist with job and business development. The funds are part of the ongoing effort by the Bush Administration to spur additional economic activities in rural communities.

Veneman said the \$17 million investment will help finance over 241 rural businesses, enabling them to create or save over 3,073 jobs. Many recipients will use the funding to expand businesses that play a major role in their communities. In Minnesota for example,

a \$750,000 one-percent loan was approved for the White Earth Investment Initiative in Ogema, Minn. to create a revolving business loan fund for the White Earth Indian Reservation in Mahnomen, Becker and Clearwater Counties in northwest Minnesota.

Over \$12.3 million of the loans announced will support local business revolving loan funds to finance business facilities and community development projects in rural areas by re-lending funds locally to support business or community development. The remaining \$4.7 million will support local cooperative organizations, which will utilize the funds by providing loans or grants to

support local economic or community development efforts. A complete list by program area can be found at www.rurdev.usda.gov. Funding of individual recipients will be contingent upon meeting the conditions of the loan or grant agreement.

USDA Rural Development's mission is to deliver programs in a way that will support increasing economic opportunity and improve

the quality of life of rural residents. As a venture capital entity, Rural Development provides equity and technical assistance to finance and foster growth in homeownership, business development, and critical community and technology infrastructure. Further information on rural programs is available at a local USDA Rural Development office or by visiting USDA's web site at <http://www.rurdev.usda.gov>.

Useful Websites

Emily Stover DeRocco, Assistant Secretary of Labor for the Employment and Training Administration (ETA) has created the Business Relations Group as the single point of contact for business customers. To support the ability of the workforce system to better serve America's workers, the Business Relations Group will be working with partners system wide to develop effective strategies for engaging business to ensure they have access to the full range of services the workforce system has to offer our employer customers. One of the primary areas of responsibility for the Business Relations

Group is coordination of the National Business Partnerships, working closely with state and local workforce systems. For more information about the Business Relations Group or the National Business Partnerships you may do so at the following:

Business Relations Group

200 Constitution Avenue, NW

Room N-4643

Washington, D.C. 20210

Phone: 202-693-3949

Email: businessrelations@dol.gov

Publications and Other Resources

John J. Heldrich Center for Workforce Development Offers a Monthly Update: Solutions@Work

The September 30, 2004 Monthly update from the Heldrich Center carries two interesting articles that discuss poverty in rural communities and reemployment strategies for America's diverse workforce. The update can be found at:

<http://www.heldrich.rutgers.edu/news2.asp?NewsID=88>

The John J. Heldrich Center for Workforce Development is located at the Edward J. Bloustein School of Planning and Public Policy, at Rutgers, the State University of

New Jersey. It is a university-based research and policy center dedicated to raising the effectiveness of the American workplace by strengthening workforce education, placement and training programs and policies. The Center's efforts concentrate on both nurturing concrete innovations in workforce practices, as well as addressing broad-scale economic policy changes that ensure Americans receive the education and training they need to be productive and prosperous in the knowledge economy of the 21st century.

Funding Opportunities

President's High Growth Job Training Initiative: ETA Announces Availability of \$10 Million in Demonstration Grants to Address Labor Shortages and Workforce Challenges in Health Care and Biotechnology Industries


The [President's High Growth Job Training Initiative \(HGJTI\)](http://www.doleta.gov/brg/JobTrainInitiative/) (www.doleta.gov/brg/JobTrainInitiative/) is a strategic effort to prepare workers for new and increasing job opportunities in high growth/high demand and economically vital industries and sectors of the American economy. The initiative provides national leadership for a demand-driven workforce system by identifying high growth/high demand industries, evaluating their skills needs, and leveraging the publicly funded workforce system in collaboration with private and public sector partners to ensure that people are being trained with the skills required for positions in these rapidly expanding or transforming industries.

Grant funds awarded under the HGJTI should be used to develop and implement innovative solutions to workforce challenges identified

The Labor Beacon

Highlighting Issues of Interest to Minority Communities *The Labor Beacon* is a monthly publication of the Department of Labor. You can receive each new issue directly in your e-mail box as a Portable Document Format (PDF) file by [subscribing to our e-mail list](#).

by the Healthcare industry or Biotechnology industry. Each solution should take place in the context of a strategic partnership between the public workforce system, business and industry representatives, and education and training providers such as community colleges. It is anticipated that individual awards will fall within the range of \$750,000 to \$1 million.

The closing date for receipt of applications is November 2, 2004. The [September 17 FEDERAL REGISTER](#) <http://a257.g.akamaitech.net/7/257/2422/06jun20041800/edocket.access.gpo.gov/2004/pdf/04-20953.pdf> includes the entire solicitation for grant application notice and a correction can be found at [September 28 Federal Register Correction](#)  [September 28 Federal Register Correction \[HTML Version\]](#)

Other Federal Agency and Community Needs Grants Available

The Environmental Protection Agency (EPA) Seeks Grant Proposals to Promote Environmental Education. The EPA is soliciting grant proposals from education institutions, environmental and educational public agencies, and non profit 501(c)(3) organizations to support education projects that promote environmental stewardship. For more information visit: http://www.epa.gov/enviroed/grants_apply.html. **Deadline: November 15.**

Wachovia Foundation Offers Community Needs Grants. Wachovia Foundation is accepting applications from nonprofit organizations to address the needs of communities in four primary areas: education, community development, health/human services, the arts, and culture. Organizations with 501(c)(3) providing services in the geographic areas served by Wachovia are eligible to apply. For further information visit: [Migrant and Seasonal Farmworker Resources
October 2004](http://www.channing-</p></div><div data-bbox=)

bete.com/fundinginformation/opportunities/wachovia.html. **Deadline: Ongoing.**

Foundation for Child Development Accepts Applications for Young Scholars Program.

The Foundation for Child Development offers fellowships. The fellowships support young scholars with their research in identifying and understanding the challenges faced by

immigrant children and their families. Applicants must hold a PhD or its equivalent in one of the behavioral and social sciences or in an allied professional field. Three to four fellowships up to \$150,000 for use over one to three years will be awarded. For additional information visit: <http://www.fcd-us.org/ourwork/y-index.html>. **Deadline: November 1.**

HRSA Previews FY 2005 Competitive Grant Offerings; Several Reflect Workforce Development Emphasis in Health Care

The Health Resources and Services Administration (HRSA) has announced the availability of funds in the Fiscal Year 2005 HRSA Preview. The purpose of the HRSA Preview is to provide the general public with a single source of program and application information related to the agency's competitive grant offerings. The HRSA Preview is designed to replace the multiple FEDERAL REGISTER notices that traditionally advertised the availability of HRSA's discretionary funds for its various programs.

"Printer-friendly" copy of the Preview

Please note that a number of the competitive grant offerings specifically mention workforce development of health care

practitioners in both urban and rural areas. Among them:

- Nursing Workforce Diversity (NWDP)
- Nurse Education, Practice and Retention
- Nursing Education Loan Repayment
- Nursing Scholarship Program
- Continuing Education and Development/Distance Learning (CED State Primary Care Offices
- Public Health Training Centers
- Quentin N. Burdick Program for Rural Interdisciplinary Training

Also see:

[Health Care Local Solutions with National Applications to Address Health Care Industry Labor Shortages](#)

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Migrant and Seasonal Farmworker Program Resources is a technical assistance update distributed monthly by the U.S. Department of Labor (USDOL), Employment and Training Administration (ETA) Office of National Programs, Division of Seasonal Farmworker Programs. It provides announcements and other public information gathered by ETA Regional Office Weekly Reports or shared through the USDOL website and other public access resources.

We welcome your input. Please let us know how these updates might be improved to better serve your needs. If you would like to contribute information, post an inquiry, or suggest topics to cover, please contact Gloria Salas-Kos (salas-kos.gloria@dol.gov).